



# Introduction to NATO Technical Course HFM 180 on “Strategies to Address Recruiting & Retention Issues in the Military”

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## Lecturers & Local Hosts

### ***Lecturers***

Dr. Tanja Blackstone  
Major Rob Morrow  
Maj Psych Jose Puente  
Dr. Canan Sumer  
Ms. Fariya Syed

### ***Country***

United States  
Canada  
Spain  
Turkey  
Canada (***Director***)

### ***Local Hosts***

Major Rob Morrow  
Dr. Canan Sumer  
Mr. Cyril Van de ven

Canada  
Turkey  
Netherlands



# Goal

- to foster a true understanding of the mechanisms that influence recruitment and turnover outcomes



# Background

- Based on work done by NATO HFM RTG 034 on “Recruiting & Retention of Military Personnel”



# Participants of HFM 107 / RTG 034

## ***Participants***

Dr. Tanja Blackstone  
Capt (Navy) Santos Blanco  
Ms Dawn Johansen  
Lt Col Psych Francois Lescreve  
Major Rob Morrow  
Maj Psych Jose Puente  
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## ***Country***

United States  
Spain  
United Kingdom  
Belgium  
Canada **(Co-Chair)**  
Spain  
Belgium  
Germany **(Chair)**  
United Kingdom  
Turkey  
Canada **(Co-Chair)**  
Netherlands



# Deliverables of RTG-034

- A final report which includes:
  - information about the R&R strategies of the member countries
  - literature reviews on factors related to recruitment & turnover
  - conceptual models of recruitment & turnover
  - proceedings of a workshop hosted by RTG 034
- A database of recruitment/retention research by country.



# Course Agenda – Day One

- **08:30** REGISTRATION
- **09:00** INTRODUCTION – OVERVIEW - Fariya Syed
- **09:15** “Realistic Information or Not: Short-term Consequences of (Mis)Information” - Major Rob Morrow
- **10:00** “Values Research” - Major Psy José María Puente
- **10:45** MORNING BREAK
- **11:15** “Compensation: Pay and Benefits” - Dr. Tanja Blackstone
- **12:00** LUNCH BREAK
- **13:30** “A Proposed Model of Military Recruitment”- Fariya Syed
- **14:15** AFTERNOON BREAK
- **14:30** “Individual differences and Later Turnover” - Dr. H. Canan Sümer
- **15:15** End of session for Day One



# Course Agenda – Day Two

- **09:00** “Quality of Life and Personnel Tempo Influences on Recruiting and Retention” - Major Rob Morrow
- **09:45** “Psychological Contract” - Major Psy José María Puente
- **10:30** MORNING BREAK
- **11:00** “Using Incentives to Align Individual Choice with Organisational Objectives” - Dr. Tanja Blackstone
- **11:45** LUNCH BREAK
- **13:15** “A Proposed Model of Military Turnover” - Dr. Canan Sümer
- **14:00** AFTERNOON BREAK
- **14:15** ROUND TABLE DISCUSSION - All Delegates
- **15: 00** SUMMARY OF THE 2 DAY TECHNICAL COURSE - Fariya Syed
- **15:30** END